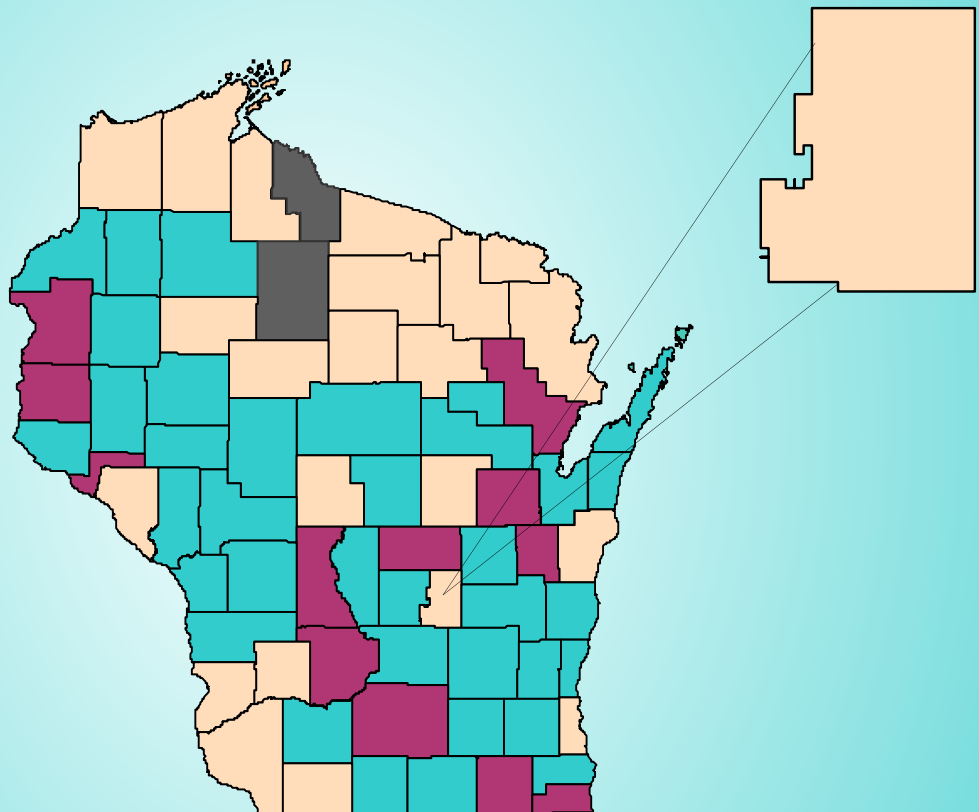


Green Lake County Workforce Profile

Projected population growth from 2000 to 2020



Source: Wisconsin Department of Administration, Demographic Services Center.
Statewide population growth is projected to be 13.9 percent from 2000 to 2020.



County Population

Green Lake County continues to grow at a slower pace than the state or nation. The county's population has increased about 0.9 of a percent since the 2000 census. This growth rate is just over one-half of the state's growth rate of 1.7 percent. The disparity in growth goes back to the last decade when Green Lake County experienced a 5.1% growth rate, while Wisconsin grew at 8.5%, and the United States added 8.7% to its population.

Most of the ten largest municipalities in the county had positive growth rates the last two years. Of note are the cities of Princeton and Markesan which have had very minor decreases. The numbers are very small and could reverse very easily. On the same note, a large growth rate of 3.4 percent for City of Green Lake was recorded. While the percentage is impressive, the actual population change was 37 residents.

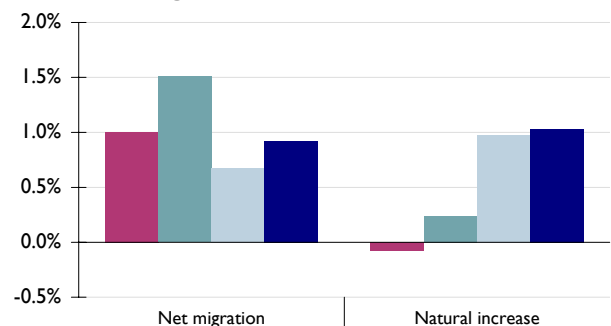
The two sources of population growth are natural increase, which is the number of births minus the number of deaths, and net migration, which counts the number of residents moving into the county and subtracts the number moving out of the area. All of the County's growth since the census has been from people moving to the county. In-migration plays an important role in the growth of the county as a large portion of the residents in the county are past the prime age of starting a family. If the county relied

Total Population

	April 2000 Census	January 1, 2002 estimate	Percent change
United States	281,421,906	286,923,000	2.0%
Wisconsin	5,363,701	5,453,896	1.7%
Green Lake County	19,105	19,282	0.9%
Largest Municipalities			
Berlin, City*	5,222	5,253	0.6%
Brooklyn, Town	1,904	1,925	1.1%
Princeton, Town	1,540	1,566	1.7%
Princeton, City	1,504	1,496	-0.5%
Markesan, City	1,396	1,392	-0.3%
Green Lake, Town	1,258	1,272	1.1%
Berlin, Town	1,145	1,163	1.6%
Green Lake, City	1,100	1,137	3.4%
Kingston, Town	900	905	0.6%
Manchester, Town	848	855	0.8%

* Green Lake County portion only

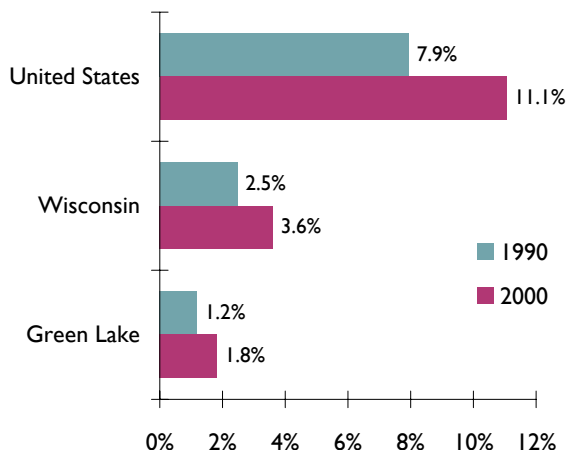
Net migration and natural increase



	Net migration	Natural increase
Green Lake Co.	1.00%	-0.08%
Non-metro WI	1.51%	0.24%
Metropolitan WI	0.67%	0.98%
United States	0.92%	1.03%

Source: Wisconsin DOA, Demographic Services Center & US Census Bureau

Share of Foreign-born Residents



on natural increase, the county's population would be decreasing. This trend is not new, but goes back to before the 1990 census. Relying on net-migration for population growth is happening in many of the non-metro counties in Wisconsin. On average, about 86 percent of the population growth in the non-metro counties comes from net-migration with the remainder from natural increase.

(Continued on page 2)

Green Lake County Workforce Profile

Population Projections by Age Groups in Green Lake County

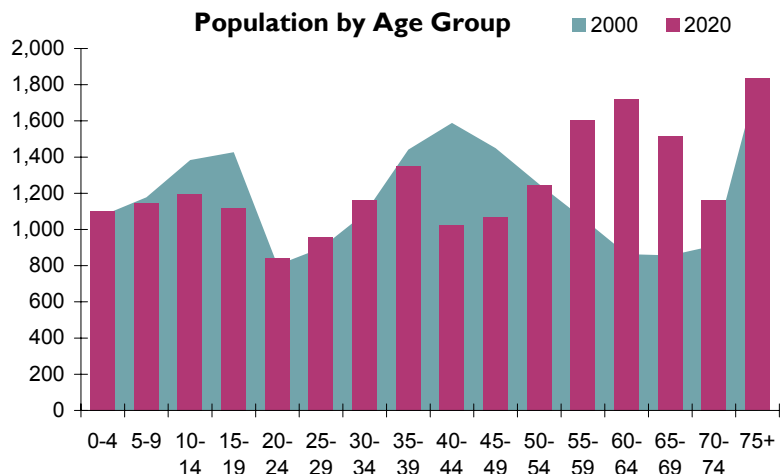
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
2000																
Male	540	582	706	755	435	458	557	744	801	747	645	506	423	385	460	663
Female	538	596	678	672	369	439	531	697	788	702	605	556	441	472	451	1,163
2005																
Male	569	569	606	703	590	468	499	600	764	812	762	659	496	413	349	728
Female	544	567	622	612	519	406	468	560	714	802	731	636	563	427	432	1,131
2010																
Male	582	593	588	604	550	634	512	541	619	778	836	784	650	490	379	693
Female	556	568	586	560	472	566	433	496	575	728	839	771	648	549	390	1,096
2015																
Male	575	599	608	581	467	588	683	551	554	626	796	855	768	641	450	687
Female	549	573	583	523	427	512	594	456	506	583	757	877	780	630	499	1,035
2020																
Male	564	587	612	598	446	497	629	728	562	558	640	813	836	756	589	742
Female	538	561	586	519	398	463	535	621	464	512	608	792	886	758	573	1,093

Source: Wisconsin Dept. of Administration, Demographic Services, October 2003

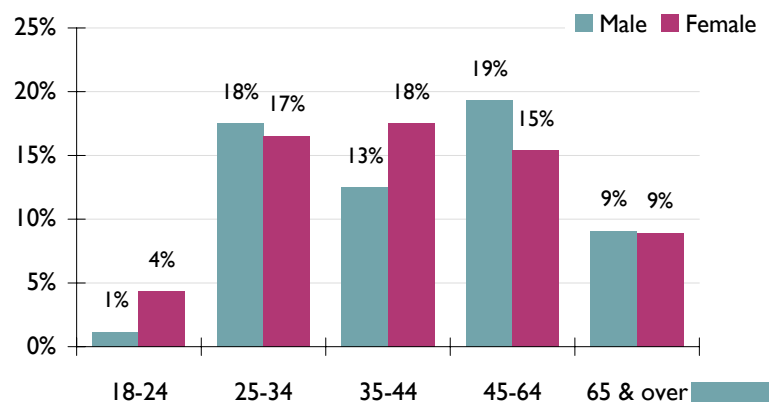
Green Lake County continues to have a small population base of foreign born. Although the percent of this group did not gain on either the state or national levels, its rate of growth over the last decade, about a 50 percent increase was similar to the state and national experiences.

The county is facing a problem that is not uncommon in the state during the next 10 to 15 years. Looking at the table on top, by the year 2015, it is projected that a larger portion of the population will be between 65 and 69 years old than between 15 and 19. This could result in a declining labor force as more workers may be retiring than there are workers to replace them in the labor force. Looking at the table to the right, this situation will continue into the future for the county. On a statewide basis, this situation is expected to occur about 2020.

The distribution pattern of males and females with a bachelor's degree or higher through the different age groups shows a fair amount of parity between the genders. Nationally and at the state level, about 65 percent of college graduates are women. This pattern is not real evident in the county. In most counties and the state, the percent of women with degrees is higher for the age brackets from age 35 to 44 and under.



Percent of age group with at least a Bachelor's degree in Green Lake County



Source: US Dept. of Commerce, Census 2000, Summary file 4, QT-P20

Labor Force Characteristics

The U. S. Bureau of Labor Statistics defines the labor force aged population as the sum of all employed and unemployed persons who are 16 years old and older. (People who are not working includes people who are unemployed and people who are not in the labor force. Examples of people who are not working, but who are not unemployed are retirees or people who choose not to work.)

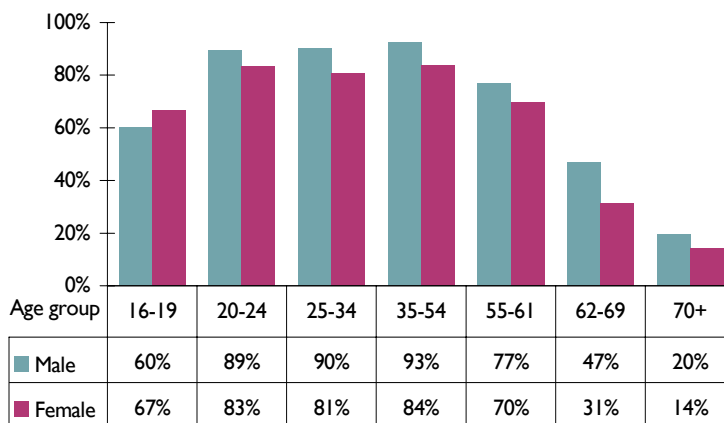
Another term used with labor force data is the *labor force participation rate*. The participation rate is the percent of the labor force aged population in the county that is actually connected to the labor force either by working or unemployed and looking for work. The participation rate gives some indication on the utilization of the available pool of workers and also the potential to draw additional workers into the labor force for business growth. Wisconsin has been in the top five states of participation rates in the nation for over a decade now. About 73 percent of the state's labor force aged population is in the labor force. This compares to 66.9 percent for the nation. The participation rate in Green Lake County is just below the state average at 70.3 percent.

The participation rate varies during the time of year as well as from year to year. This is due to changes in the seasonal economic cycle in the area as well as what is happening in the overall business cycle. It also varies by age and gender. Participation in the labor force is usually lower in the early years as many in this population group are still attending school on a full time basis. However this changes in the early twenties and will normally peak between the ages of 25 and 54 when nearly 90 percent of that aged population is attached to the labor market. This begins to decline around age 55. This is usually related to retirement, although in some cases it could also be related to health issues.

The participation rate for women has increased tremendously during the last half century when less than 50 percent of women were in the labor force

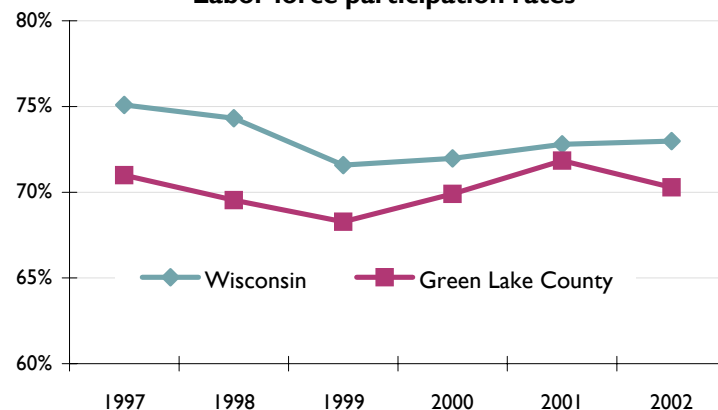
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Green Lake Labor Force Participation by Age & Sex in 2000



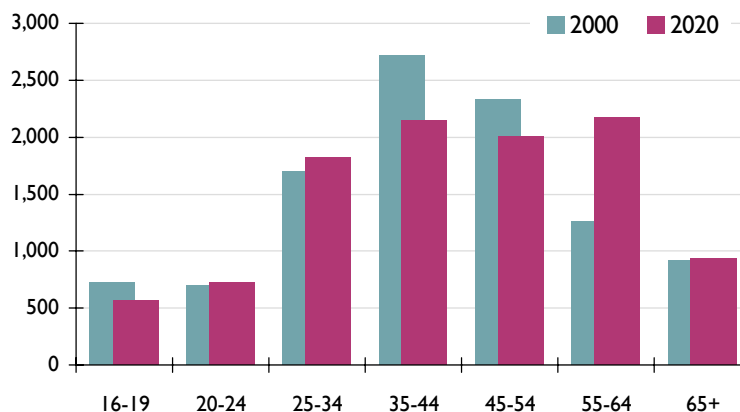
Source: US Dept. of Commerce, Census 2000, Summary file 4, PCT-79

Labor force participation rates



Source: WI DWD, Office of Economic Advisors, 2003

Labor Force by Age in 2000 & 2020 in Green Lake County



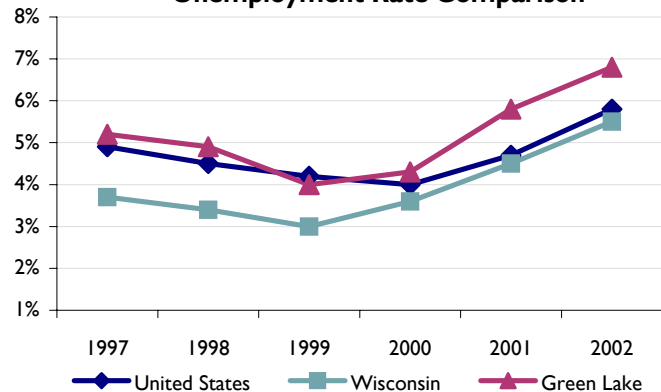
Source: DWD, Office of Economic Advisors, US Census, SF-4 (PCT-79), WI Demographic Services

Green Lake County Workforce Profile

to now where their participation is nearly equal to men. While the percentage women in the labor force follows the same basic trends as men, it remains slightly below them in all of the age groups except for the 16 to 19 year olds.

The county's labor force, employment and unemployment patterns have followed the state and nation during the last five years. However, the county has traditionally had a higher unemployment rate.

Unemployment Rate Comparison



Green Lake County Civilian Labor Force Data

	1997	1998	1999	2000	2001	2002
Labor Force	10,710	10,625	10,291	10,119	10,476	10,602
Employed	10,151	10,108	9,877	9,679	9,872	9,877
Unemployed	559	517	414	440	604	725
Unemployment Rate	5.2%	4.9%	4.0%	4.3%	5.8%	6.8%

Source: WI DWD, Bureau of Workforce Information, LAUS program, 2003

Occupations in demand

Many of the fastest growing jobs in the region require an associate or bachelor's degree. This is different than the jobs that will have the most openings in area. The two lists are quite different in the wages and training requirements.

Although there are fewer opportunities for the fastest growing occupations, they do offer substantially higher wages, and for the most part are very transportable to other regions of the state and country.

Many of the fastest growing occupations have a smaller number of positions in the area, so the small growth will be a large percent of the field, while most of the occupations with most openings are already have a large number of jobs in the area, making it more difficult to have a high growth rate. One other major difference between the two lists is that the fastest growth list measures only new positions, while the list with most openings contains both new openings as well as openings created by workers leaving the occupations.

Fox Valley Region Occupation Projections: 2010

	Top Ten Occupations	Education & Training Typically Required*	Average Wage**
Fastest Growth	Computer Support Specialists	Associate degree	\$19.11
	Desktop Publishers	Postsecondary voc. trng	\$16.74
	Medical Records/Health Info Techs	Associate degree	\$10.98
	Computer Software Engrs Apps	Bachelor's degree	\$31.19
	Network/Computer Systems Admin	Bachelor's degree	\$25.09
	Personal and Home Care Aides	1-month or less training	\$8.33
	Medical Assts	1-12 mo. on-the-job training	\$11.21
	Network Sysms/Data Comm Anal	Bachelor's degree	\$14.09
	Social/Human Service Assts	1-12 mo. on-the-job training	\$11.62
	Fitness Trainers/Aerobics Instruct	Postsecondary voc. trng	\$9.90
Most Openings	Comb Food Prep/Serv Wrk/Incl Fast	1-month or less training	\$7.37
	Retail Salespersons	1-month or less training	\$10.25
	Cashiers	1-month or less training	\$7.62
	Waiters/Waitresses	1-month or less training	\$6.96
	Registered Nurses	Bachelor's degree	\$20.72
	Labrs/Frght/Stock/Matrl Movers/Hand	1-month or less training	\$9.91
	Janitors/Cleanrs Ex Maids/Hskpng	1-month or less training	\$9.32
	Office Clerks/General	1-month or less training	\$10.62
	Stock Clerks/Order Fillers	1-month or less training	\$9.88
	Nursing Aides/Orderlies/Attendants	1-month or less training	\$9.44

* The most common way to enter the occupation, not the only way

** Wages from Occupation Employment Statistics survey responses for region, 2001
Fox Valley WDA includes Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara and Winnebago counties.

Source: WI DWD, Bureau of Workforce Information, 2002

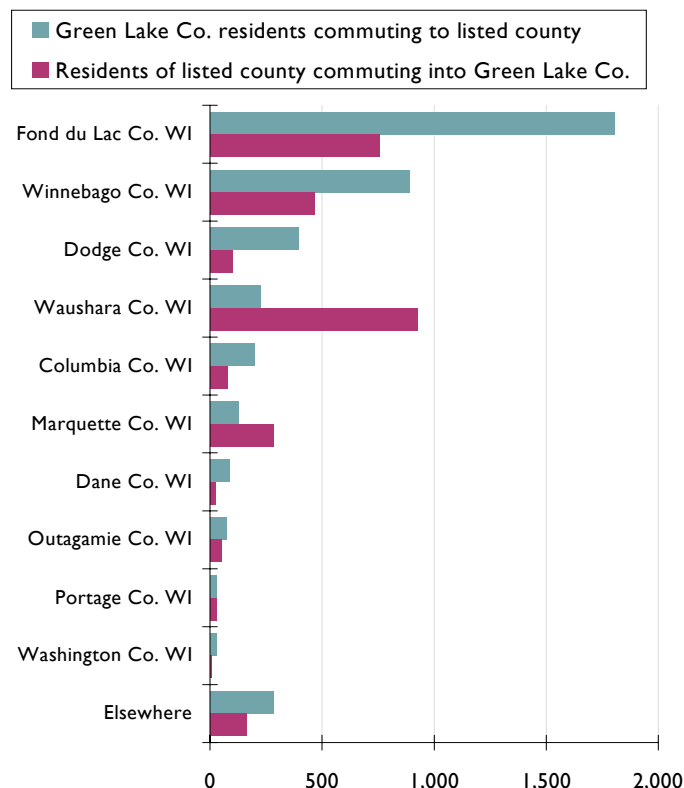
County Commuting Patterns

One area that the census looks at is where the population is employed. Not all of the residents in the county work in the county and the reverse is true, not every job is filled by a county resident. Some workers work in neighboring counties, which in some cases crossing county borders may mean going across the street, while in other places the

workers may commute many miles to their place of employment in their home county.

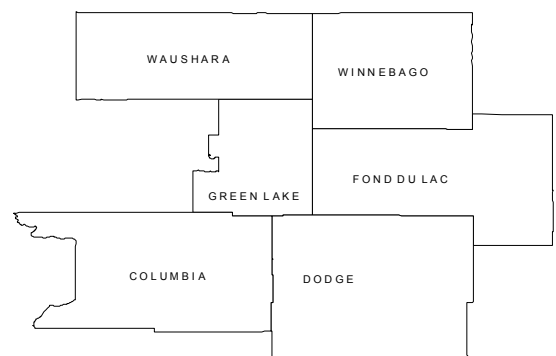
Usually major exchanges of workers with other counties is between bordering counties as is the case in Green Lake County. Most workers entering and leaving Green Lake County go between Fond du Lac and Green Lake County. This is followed by Winnebago County. This is not unusual as both are considered metropolitan counties. The larger sized counties will often provide higher wages and more diverse occupational choices and opportunities.

Because of the county's proximity to these larger counties, Green Lake County is a net exporter of workers. Overall the county loses 1,254 workers to the surrounding counties. Just under 4,200 workers leave the county for employment on a regular basis, while a little less than 2,900 entering the county for work.



	Green Lake Co. residents commuting to listed county	Residents of listed county commuting into Green Lake Co.	Net gain or loss of workers
Fond du Lac Co. WI	1,803	755	-1,048
Winnebago Co. WI	890	468	-422
Dodge Co. WI	395	102	-293
Waushara Co. WI	224	926	702
Columbia Co. WI	198	79	-119
Marquette Co. WI	128	281	153
Dane Co. WI	85	23	-62
Outagamie Co. WI	76	53	-23
Portage Co. WI	31	27	-4
Washington Co. WI	28	6	-22
Elsewhere	281	165	-116

Source: US Dept. of Commerce, Census 2000, County-to-county worker-flow files



Industry Employment -

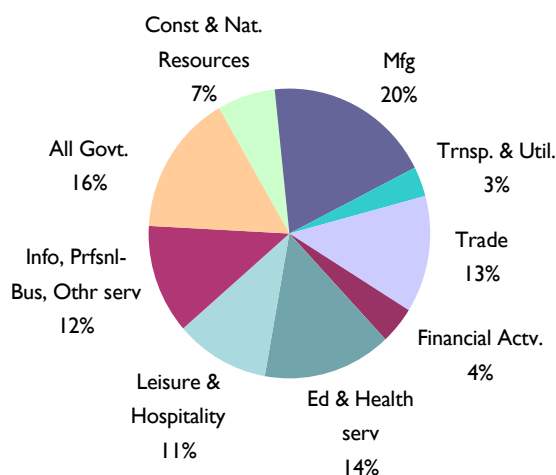
Introducing NAICS (North American Industry Classification System)

Starting in January 2003, employment data has been based on NAICS rather than SIC. Most labor market users are quite familiar with the SIC (Standard Industrial Classification) system. The SIC system was developed in the 1930's as a measure of the nation's economy. The system has been revised nearly every ten years since that time, but it is still closely tied to manufacturing industries, as manufacturing represented nearly 50 percent of the economy then. The old SIC system not only emphasized manufacturing, but was also based on ownership rather than

output. If a manufacturer owned a store, it might be included with manufacturing employment rather than retail trade.

Since the inception of the SIC system, the nation's economic base has changed from manufacturing to service based. Less than 12 percent of the nation's nonfarm wage and salary employees are working for a business involved in the manufacturing process. Green Lake County has 20 percent of its employment in manufacturing. This exceeds the state average of about 19 percent and the national average.

Green Lake County Industry Distribution: 2002



With the change in the classification system, there is not a direct crossover to make a simple comparison with previous year's data. The table below shows an approximation of the difference in the classification systems. The new system places a stronger emphasis on the service sectors which have been growing faster than the goods producing sectors during the last 30 years. This should provide planners and counselors better and more timely information on changes that have occurred in the community and to project future change.

Of significance are the creation of new sectors of the information industry and the leisure and hospi-

(Continued on page 7)

2002 Industry Employment in Green Lake County: A comparison of two classification systems

NAICS Super-sectors	Employment	Distribution	SIC Industry Divisions	Distribution
Construction, natural resources & mining	522	7%	Construction & Mining	8%
Manufacturing	1,466	19%	Manufacturing	22%
Transportation, warehousing & utilities	269	3%	Transportation, utilities & communication	3%
Trade (wholesale & retail)	1,004	13%	Wholesale trade	2%
			Retail trade	18%
Financial activities	335	4%	Finance, insurance & real estate	4%
Information, professional & business services, other services	938	12%	Services & misc (incl. agr, forestry, fishing)	28%
Education and health services	1,121	14%	Government	16%
Leisure & hospitality	856	11%		
Government	1,224	16%		

Source: WI DWD, Bureau of Workforce Information, Current Employment Statistics Program, March 2003

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tality industry. These and other service sector jobs have shown more growth nationally and locally. The additional data should be helpful in an area such as Green Lake County. Many of the positions in the service industries are professional jobs, and will require a higher percentage of college educated workers.

Although the prominence of manufacturing has declined in the county, the data below lists the top ten employment industries in the county of which 3 are in manufacturing. The bottom the table lists the ten largest employers in the county. Three of these are manufacturers.

Top 10 Industry Groups in Green Lake County

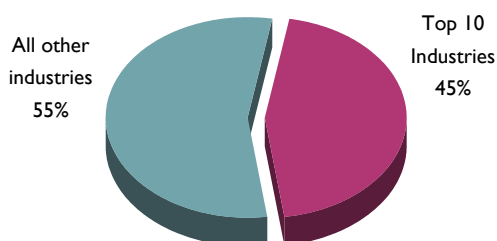
Industry Group	March 2003		Numeric change 2002 - 2003
	Employers	Employees	
Educational Services	4	583	2
Hospitals	*	*	*
Food Services and Drinking Places	40	467	53
Executive, Legislative, & Gen Government	13	412	-14
Nursing and Residential Care Facilities	9	372	8
Primary Metal Manufacturing	*	*	*
Apparel Manufacturing	5	242	6
Miscellaneous Manufacturing	4	233	5
Food And Beverage Stores	9	183	-15
Truck Transportation	13	172	5

*data suppressed to maintain confidentiality

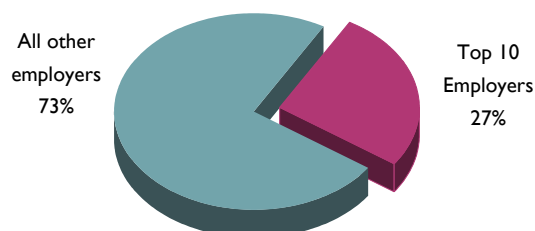
Top 10 Employers in Green Lake County

Company	Product or Service	Size
Community Health Network, Inc.	Offices of physicians (except mental health specialists)	500-999
Berlin Area School Dist.	Elementary & secondary schools	250-499
Berlin Foundry Corp.	Iron foundries	100-249
County of Green Lake	Executive & legislative offices, combined	100-249
Green Lake Venture, Inc.	Hotels (except casino hotels) and motels	100-249
Markesan Public School	Elementary & secondary schools	100-249
Ripon Award Jackets, Inc.	All other cut and sew apparel manufacturing	100-249
Precision Metalsmiths	Steel investment foundries	100-249
Wal-Mart Associates, Inc.	Discount department stores	100-249
Markesan Resident Home, Inc.	Nursing care facilities	100-249

Share of jobs with top 10 industries



Share of jobs with top 10 employers



Source: WI DWD, Bureau of Workforce Information, ES-202 special report, First quarter, 2003

Green Lake County Workforce Profile

The average annual wage by industry group for Green Lake County shows a certain amount of fluctuation between industries. However, the fluctuation is not real large. Wages while differing with the state average are quite comparable in the county.

Unlike many Wisconsin counties, manufacturing is not the major industry in the county. The education and health industry is the largest in number of workers and in income provided to workers in format of total wages paid. This industry provides nearly one fourth of all of the wages paid in the county. Although the average annual wage for this industry is not the highest in the county, it does pay about \$2,400 more than the county's average annual wage for all industries.

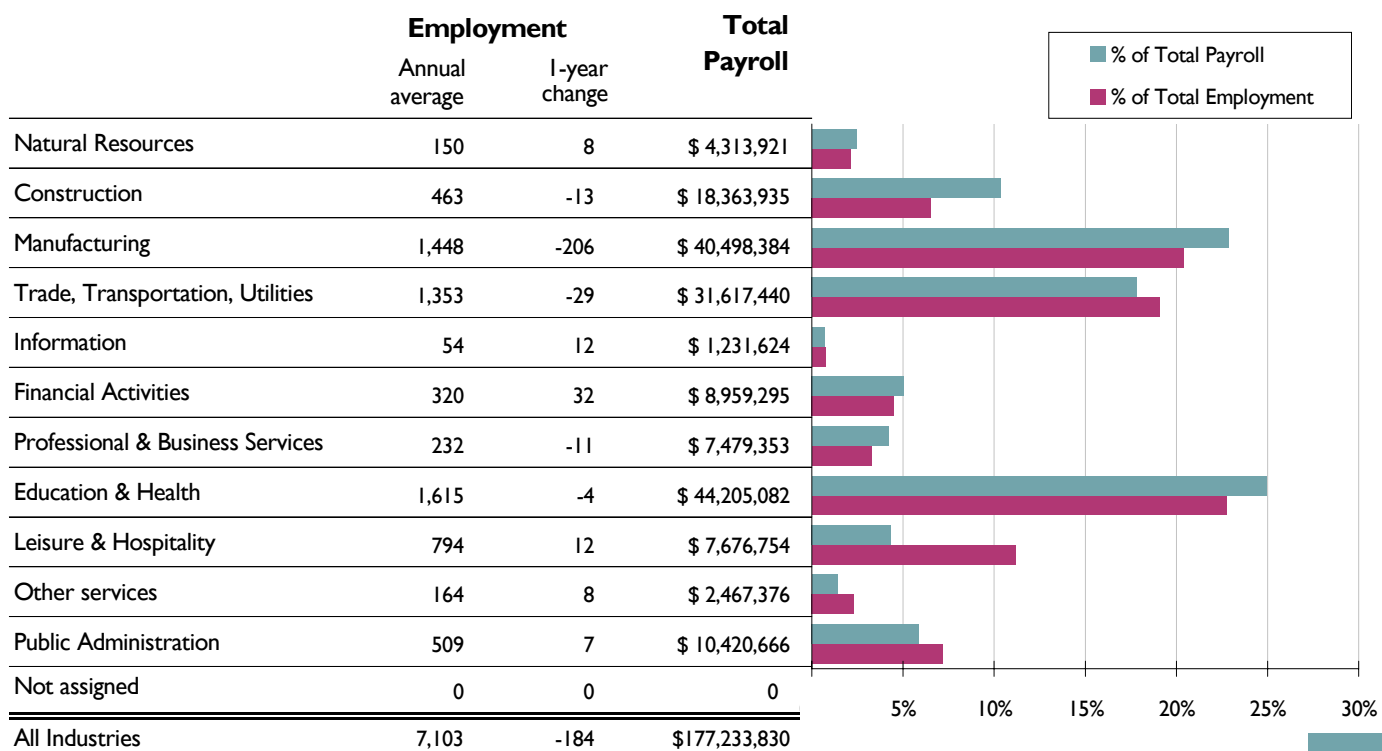
Average Annual Wage by Industry Division in 2002

	Average Annual Wage		Percent of	I-year
	Wisconsin	Green Lake County	Wisconsin	% change
All Industries	\$ 32,422	\$ 24,952	77%	2.3%
Natural resources	\$ 25,481	\$ 28,759	113%	13.4%
Construction	\$ 39,649	\$ 39,663	100%	7.5%
Manufacturing	\$ 40,584	\$ 27,968	69%	5.2%
Trade, Transportation, Utilities	\$ 28,422	\$ 23,368	82%	5.0%
Information	\$ 38,871	\$ 22,808	59%	1.9%
Financial activities	\$ 40,337	\$ 27,998	69%	5.3%
Professional & Business Services	\$ 36,324	\$ 32,239	89%	-6.4%
Education & Health	\$ 33,768	\$ 27,372	81%	-1.8%
Leisure & Hospitality	\$ 11,837	\$ 9,668	82%	-0.5%
Other services	\$ 19,500	\$ 15,045	77%	3.3%
Public Administration	\$ 33,769	\$ 20,473	61%	4.5%

Source: WI DWD, Bureau of Workforce Information, Covered Employment & Wages, August 2003

Another large industry group is manufacturing. Like the education and health industry, it provides a greater share of the county's total wages than it employs workers. These industries provide a large diverse base of employment and wages.

2002 Employment and Wage Distribution by Industry in Green Lake County



Source: WI DWD, Bureau of Workforce Information, Covered Employment and Wages, August 2003

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid year total population estimates.

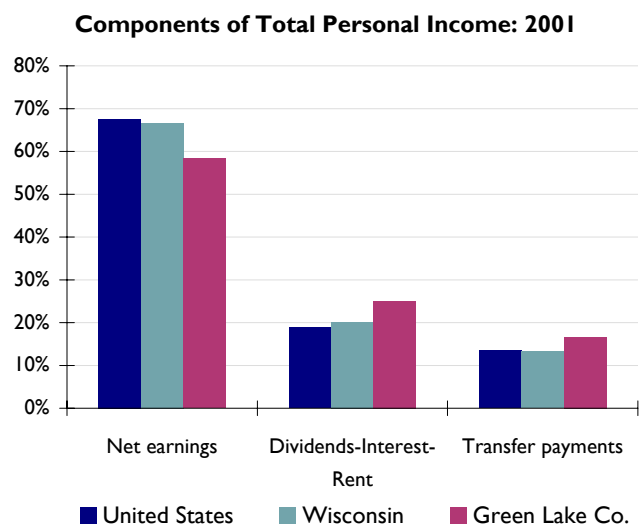
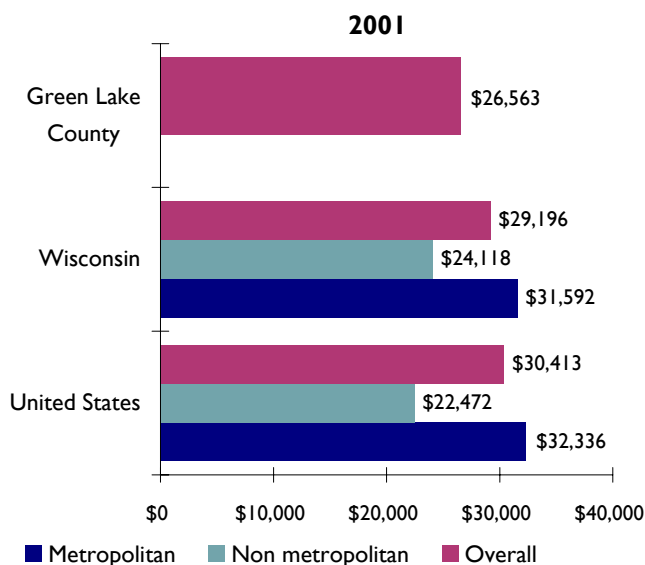
Like the state and nation, the majority of PCPI in Green Lake County comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments. The percent-

age of total income from net earnings is lower than the state and national average. This is offset with a higher percentage coming from the other two sources. This may be a result of an older population that receives pension and other benefits.

PCPI in the county was \$26,563. This was below the state level of \$29,196 and that of the nation. The growth rate for the county's PCPI has lagged behind that of the state and national increases.

Per Capita Personal Income

	1996	1997	1998	1999	2000	2001	Percent Change	
							1 year	5 year
United States	\$24,270	\$25,412	\$26,893	\$27,880	\$29,760	\$30,413	2.2%	25.3%
Wisconsin	\$23,301	\$24,481	\$26,004	\$26,926	\$28,389	\$29,196	2.8%	25.3%
Green Lake County	\$21,530	\$22,936	\$24,697	\$25,018	\$26,115	\$26,563	1.7%	23.4%



Source: US Dept. of Commerce, Bureau of Economic Analysis, State & Local Personal Income, May 2003, CAI-3, CA05

WWW addresses of source data

Wisconsin population estimates and projections:

<http://www.doa.state.wi.us/dir/index.asp>

Education levels of population, labor force participation rates, commuting patterns:

<http://www.census.gov/main/www/cen2000.html>

Labor force estimates (employed and unemployed), industry employment, average annual wages:

<http://www.dwd.state.wi.us/lmi/>

Occupations in-demand:

http://www.dwd.state.wi.us/lmi/wda_map.htm

Per Capita Personal Income:

<http://www.bea.gov/bea/regional/reis>

Profile author:

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